

## LXbD Presents, Phillip Tanzilo with “Leading Remotely: Causing an Inspired and Engaged Telework Team That Works”

Phillip is on the cutting edge of accelerated learning and performance improvement. He helped author the credentialing standard for the Certified Professional in Learning and Performance (CPLP) and outline the international standards for competency-based learning. He has designed, facilitated, and project managed domestic and international solutions for Fortune 500 companies on topics like strategic planning, retention, and communication. His work in HR, strategic planning, and cultural transformation has earned multiple awards.



Phillip has delivered classroom sessions, retreats, and keynotes to over 2,500 audiences. He identifies his client’s objectives, then caters his style and delivery to the audience by conducting further research to understand his participants from the front line to the boardroom. His programs are fun, highly interactive, relevant, educational, and entertaining.

Phillip earned his bachelor’s of computer information systems and a bachelor’s of business administration from Campbell University in Raleigh, NC. He also earned his master’s in business administration and master’s in human resources management from Keller Graduate School in San Diego, CA. Phillip holds numerous certifications, including DISC, StrengthsFinder, and the Industry Credential for Workplace Learning and Performance (CPLP). He is also a Certified Toastmaster (CTM).

Phillip has taken his experiences and expertise to develop an interactive and transformative virtual session on teleworking in the modern workplace for managers.

“The evidence is clear: teleworking increases productivity. When we understand our work style preferences, we can create a telework plan that is personal and relevant. This approach helps people self-discover, opening unlimited potential and possibility.”

—Phillip Tanzilo, LXbD trainer and content creator





## LX Overview

**LX Name:** “Leading Remotely: Causing an Inspired and Engaged Telework Team that Works”

**Why This LX is Important:** The workplace is changing at unprecedented speed, according to *Gallup*. Teleworking is expected and here to stay. Research shows us 95% of companies with a telework strategy increased retention, and more than half of telework-based organizations showed a reduction in costs. This research attests that how you lead the effort makes all the difference. People join companies and leave managers. As such, teleworking is personal and requires leaders to ensure their approach to telework is deliberate and strategic.

The era of COVID-19 has ensured teleworking and its workplace benefits are here to stay. However, leaders need to create a winning strategy for telework to be successful, which starts by understanding the physical and psychological dynamics needed for their remote workers. A leader’s well-thought-out telework strategy needs to include everything from daily routines to leading through a crisis, which ultimately sets a leader and their team up for success. Benjamin Franklin said it best: “If you fail to plan, you are planning to fail.”

**LX Length:** 120 minutes virtually or in the classroom

**LX Participants:** Each session is designed for a maximum of 40 participants. We recommend managers take “The Next Generation Workplace: The Transformed High-Impact Teleworker” as a prerequisite before attending this learning experience.

**LX Overview:** “Leading Remotely: Causing an Inspired and Engaged Telework Team that Works,” by Phillip Tanzilo, invites participants to go on a journey of self-discovery and social awareness to create a personalized daily routine, establish clear expectations, monitor performance, and provide feedback and recognition. Participants will create a relevant telework approach for their team that is supportive and gets results. This remote webinar will introduce a competency-based approach that creates autonomy and accountability. This interactive virtual course demystifies and opens blind spots for leaders to create a comprehensive plan that considers stakeholders, unexpected crises, employee engagement, and ultimately sustaining productivity.



**LX Takeaways:** This interactive learning experience is designed with the following outcomes for each participant:

- Participants will create a custom telework strategy focused on employee engagement.
- Participants will define clear communication ground rules.
- Participants will build mutual trust and avoid micromanaging.
- Participants will assess personal readiness and opportunities to lead a remote team.
- Participants will establish the ideal teleworker profile to support role fit and how to set them up for success.
- Participants will establish a healthy home-base environment.
- Participants will learn deliberate approaches to accountability, recognition, and feedback.

**Price (for a certified trainer):** \$2,500 per session for up to 40 participants.